



**The Board of Directors  
of the  
Urban League of Essex County**

Presents:

**Equal Opportunity Day Dinner**

**Thursday, October 1, 1981  
Robert Treat Hotel  
Newark, New Jersey**



## *A Message from the President*

### **URBAN LEAGUE OF ESSEX COUNTY**

1980 - 1981 has been a critical period for the Urban League and other social service agencies. The Urban League Employment Program, using CETA funds, furnished jobs for a sizable number of unskilled youths and our HUD funded Housing Counseling program, which has been instrumental in saving the homes of many threatened with eviction, have suffered drastic funding reductions. Historically, these have been important program areas of the Urban League of Essex County.

In spite of this dismal picture, the League has managed to provide direct services to thousands of Essex County residents. This achievement would not have been possible without the help of the United Way of Essex and West Hudson, the North Essex United Way, individual and corporate memberships and some government funding. The individuals, whom we served, were not statistics to us but rather people with few or no resources to meet serious needs.

Therefore, the volunteers who serve on our Board and the League's professional staff turn a deaf ear when budget cutters and cynics say that social programs do not work. We have seen the trainees who through CETA employment have acquired work experience and skills which qualified them for better paying jobs in the private sector. Without CETA, many of the young people assisted would be welfare recipients with little hope of maintaining dignity or achieving any measure of fulfillment. We have seen families saved from evictions and held together because of the effort and skill of our housing counselors with funds supplied by HUD.

The Urban League is convinced that a partnership of government, business and social service agencies, zealously working together, can mitigate the perplexing economic and social problems confronting us today without sacrificing any one segment of our society. This cannot be done, however, if the federal government relinquished its traditional and constitutional role of caring for the health and welfare of all the nation's people. Although private industry should have a pragmatic concern for the health of the society, altruism is not the primary role of corporations. As an example of this reality, a recent research study done by the Manpower Demonstration Research Corporation stated that in Baltimore and Detroit, only 18 percent of private industry employed minorities in programs where all of the costs were assumed by government. When government reduced its contribution to 75 percent of total costs, the number of firms participating dropped to 10 percent. Figures cited for other cities were as dismal. This leads me to conclude that many of the people unemployed as a result of recent budget cuts will not find new employment in the private sector.

Where will these people go? What will they do? The "trickle down" theory of economics states that the benefits inuring to the upper segment of the economy and the economic stabilization these benefits produce will also help poor people. Shall they wait to eat? Shall they wait to clothe their children? Will the trickle come tomorrow? What will the costs be to business and to society of millions of our citizens out of work and out of hope? No one in the Reagan Administration has answered the question, "What will they do in the meantime?"

At first, the incumbent Administration talked about a safety net, i.e., saving programs which aid the truly needy. Recently, however, Presidential Economic Advisor Greenspan, in addressing a group of businessmen, advocated the abolition of even the safety net to complete the process of economic revitalization. To my mind, this constitutes sacrificing the poor on the altar of economic stabilization.

We at the Urban League believe that people are more important than theories; that a democratic nation cannot prosper and grow with policies that ignore the basic needs of huge segments of its population and; that no nation will long survive that sacrifices the future of its children for selfish short-term and short-lived gains. Federal policies that reflect a retreat in civil rights enforcement and a willingness to eschew issues concerning poor people are tantamount to postponing the task of coming to grips with the social and economic inequities of American life, leaving this task for resolution by our children's and their children's generation.

We of the Urban League Family will struggle against such legacies of hopelessness and invite all who believe in higher goals for our nation to join us in passing on a more humane, democratic, and equitable society to those who follow after us.

Clarence B. Jackson



## *A Message from the Executive Director*

While the fate of social programs in the nation swing in the balance as a result of budget reductions made by the new administration in Washington, the Urban League of Essex County is determined to forge ahead in pursuit of its goal of insuring the availability of employment, housing and emergency services to the many Essex County residents in desperate need of these services.

Qualitatively, the League opened a full-time office in Montclair, a part-time facility in Irvington and transferred its administrative office to 31 Clinton Street Newark. These new facilities have enabled the agency to reach a larger number of its clients and constituents as the increased program statistics below indicates.

The Urban League also played a key role in assisting other community organizations develop. As a founding member of the Community Business Owners Association in the Central Avenue and 8th Street area of Newark, Urban League staff shaped the proposal which enabled that organization to secure a \$50,000 grant from the City of Newark. This grant will enable shopkeepers in this area to improve the physical conditions of their property. The Urban League is also assisting the Essex County American Cancer Society, establish a Newark unit. The Urban League Guild, has already conducted cancer awareness workshops for more than 1,100 persons in conjunction with this unit.

In the area of Public policy, the Urban League is developing a research project which will determine the volume and impact of displacement on Newark residents. Preliminary discussions have been held with several departments at Rutgers concerning assistance the college might be willing to provide to this project.

Other areas that are being explored and considered are: support of the Education Law Center's suit concerning school financing inequities in New Jersey's public schools acts and collaboration with Essex-Newark Legal Services Corporation in providing a series of workshops on various social and consumer related issues throughout Essex County. Below are brief description of the League's program areas and the accomplishments in each.

### **TRAINING AND COUNSELING FOR JOB OPPORTUNITIES**

The Urban League's Department of Economic Development and Employment provides free services of employment training, counselling and referral. Over the past four years, through the Youth Employability Skills (YES) Program, approximately 1,202 young people aged 16-21 have been trained in the mechanics of job location and retention. In addition, 13,142 youths were referred through YES to other appropriate agencies and programs for assistance. In 1980 alone, YES served 385 program participants and provided referral assistance to another 4,142 young people.

Employment and career counseling services increased by 37 percent in 1980. A total of 2,740 persons were assisted this past year compared with 2,000 in 1979. Perhaps the most important 1980 statistic regarding the League's work in this area, however, is that a total of 516 Essex County residents were provided job placements. Much of the success achieved in this area is a result of the League's improved relationship with private industry. As a consequence, we have been able to increase the number of employment opportunities available through our Employment Unit as well as the quality of service. We have also been able to expand our service area through the establishment of a League satellite office in Montclair, New Jersey.

Building on the constantly improving relationship between the Urban League and Essex County's private sector, it is anticipated that employment assistance will show even greater results in the coming year.

### **HOUSING IMPROVEMENT AND NEIGHBORHOOD REVITALIZATION**

The League's Housing Department offers technical information and management counselling to Essex County residents. Such assistance is provided in the following areas:

Mortgage Default,	Money Management,	Tenant Landlord Relations,
Rental Delinquency,	Displacement,	Energy Conservation, and
Pre-Purchase,	Search for Shelter,	Housing Consumer Education

During 1980 the Housing Department was able to prevent sixty-six (66) home foreclosures; help seventy-three (73) families avoid eviction and bring their rent up to date; offer pre-purchase counseling to sixty-two (62) families so that their experience with homeownership might be stable and rewarding; refer ninety-six (96) families to housing rehabilitation programs in the County; and instruct one hundred and twenty (120) families in self-help home maintenance procedures.

Of special note during 1980 was the Housing Department's role in the Community Business Owners Association. Implementation of commercial revitalization project on Central Avenue was made possible through a \$50,000 grant from the City of Newark. Seventeen merchants received up to \$3,000 dollars with which to rehabilitate their stores. This was the first grant to be awarded to a neighborhood organization for commercial re-vitalization in Newark's history. The League participated on the Board of Directors of the Community Business Owners Association as a demonstration of our commitment to help in neighborhood re-vitalization.

The League is particularly pleased by the A1 rating assigned our Housing Department by the area Office of the United States Department of Housing and Urban Development. This designation was made because of the quality and quantity of services delivered by our Housing Unit and its role in the planned re-vitalization of the Central Avenue/West Market area of Newark.

#### **RESPONDING TO CRISES**

The Emergency Assistance Program of the Urban League responds to the urgent, short-term needs of county residents faced with crisis situations. Food and clothing, the most basic human necessities, are the principal needs met through the program. Individuals are also advised regarding the handling of illness, employment and budgetary problems. Referrals are made, when appropriate, to other social service agencies where additional help might be obtained.

Over the last three years the Emergency Assistance Program has responded to the needs of over 5,300 Essex County residents. The program has benefited from cooperation with the American Red Cross, Newark Emergency Services for Families, the Division of Youth and Family Services, Neighborhood Development Corporation of East Orange and Montclair, Newark Board of Education, Newark Victim Service Center, Essex County and Newark City Welfare, United Way of Essex and West Hudson, United Community Corporation, Bessie Smith Health Center, Mental Health Association of Essex County, Birth Right and the Organization of Women for Legal Awareness.

#### **NURTURING YOUNG MINDS**

The Wiley P. Crawford Child Development Center confronted unusual demands during 1980, but was able to maintain its program of quality child care for thirty-four (34) families in Essex County. The families served represent several major ethnic groups in the area. Seventy-three percent of the families are Black Americans, 15 percent are Hispanics, 6 percent West Indian, 3 percent other.

The program is designed to assure that each child will receive individualized attention, standardized testing, health screening and specific referral if necessary. In addition to a complete and well-balance lunch, breakfast and an afternoon snack are provided.

The Center has a staff of eight and is funded by Title XX and the City of Newark. No fee is charged.

One of the most stressful developments during the year was the need to relocate as a result of a physical plant emergency at our main building. St. Rose of Lima, on Orange Street in Newark, graciously provided the Center with free temporary housing during this crisis.

In accord with the League's commitment to provide the best possible child care, Center staff during the past year participated in two workshops designed to enhance the program available through the Center. One workshop, sponsored by Children Television Workshop, concentrated on the effective use of television in pre-school education. The second workshop, sponsored by Dr. Steven Marcus of Beth Israel Hospital in Newark, stressed ways laymen can identify and record childhood diseases.

#### **COLLEGE SCHOLARSHIPS**

The Anheuser-Busch Scholarship program is in its second year at the Urban League of Essex County. Ten students received this scholarship in 1980. The scholarship funds were applied toward the cost of tuition and the purchase of books. Recipients of the scholarship are enrolled at Essex County College.

Langdon F. Darnes





## *Vernon E. Jordan, Jr.*

**President  
NATIONAL URBAN LEAGUE, INC.**

Mr. Jordan is President of the National Urban League. Since January 1, 1972, he has directed the organization, whose 116 affiliates, four Regional offices, Washington Bureau and New York headquarters work tirelessly to bring solid advances to the minority community. Mr. Jordan has received numerous awards in recognition of his accomplishments, including, in 1977, the Alexis de Tocqueville Award of the United Way of America, a special tribute to his leadership in voluntarism. His weekly newspaper column, "To Be Equal," appears in over 300 newspapers, and he has written extensively on national issues for major publications. Mr. Jordan's radio commentaries are broadcast three times a week on the Westinghouse Broadcasting network.

### **PREVIOUS POSITIONS**

Executive Director, United Negro College Fund  
Director, Voter Education Project, Southern Regional Council  
Attorney-Consultant, U.S. Office of Economic Opportunity  
Georgia Field Director, National Association for the Advancement of Colored People  
Private legal practice in Georgia and Arkansas

### **DIRECTORSHIPS (Partial Listing)**

American Express Company, Atlanta University Center Corporation, Bankers Trust Company, Bankers Trust New York Corporation, Celanese Corporation, Clark College, John Hay Whitney Foundation, Multiple Sclerosis Society, R. J. Reynolds Industries, Inc., Rockefeller Foundation, Taconic Foundation, and Xerox Corporation.

### **FEDERAL APPOINTMENTS**

Council on White House Conference, "TO FULFILL THESE RIGHTS" (1966)  
National Advisory Commission on Selective Service (1966-1967)  
American Revolution Bi-Centennial Commission (1972)  
Presidential Clemency Board (1974)  
Advisory Council on Social Security (1974)

### **HONORARY DEGREES**

Baldwin-Wallace College, Benedict College, Bloomfield College, Boston College, Brandeis University, The Brooklyn Center of Long Island University, Brown University, The City University of New York, Dartmouth College, Davidson College, DePauw University, Dillard University, Duke University, University of Evansville, Fordham University, Hamilton College, Harvard University, College of Holy Cross, Howard University, Lafayette College, University of Massachusetts, Michigan State University, Morehouse College, Morris Brown College, New York University, North Carolina A&T University, Notre Dame University, University of Pennsylvania, Princeton University, Rutgers University, Suffolk University Law School, Tougaloo College, Tuskegee Institute, Wesleyan University, Wilberforce University, Williams College, Winston-Salem State University, and Yale University.

### **MEMBERSHIP (Partial Listing)**

Arkansas Bar, Georgia Bar, The U.S. Supreme Court Bar, The American Bar Association, National Bar Association, University Club, The Century Association, The Boardroom and The Council of Foreign Relations.

### **EDUCATION**

DePauw University, (B.A.) 1957  
Howard University Law School, (J.D.) 1960  
Fellow, Institute of Politics, John F. Kennedy School of Government, Harvard University 1969

### **PERSONAL**

Mr. Jordan grew up in Atlanta, Georgia, where he was born on August 15, 1935. He is married to the former Shirley M. Yarbrough. The couple have one daughter, and make their home in New York City.



## *Gil Noble*

**Producer and Host Correspondent  
LIKE IT IS EYEWITNESS NEWS**

Gil Noble, producer and host of WABC-TV's weekly black public affairs series, "Like It Is," and co-anchor of the weekend late edition of "Eyewitness News," is recognized both locally and throughout the U.S. as a dedicated journalist whose work has been instrumental in advancing the cause of black people.

The recipient of over 200 community awards and numerous industry accolades, including six Emmys, Noble remarks that "although it is satisfying to be recognized by one's peers, I feel the awards from the community are even more important." Among his community awards are the 1979 New York Urban League's Frederick Douglas Award, the 1978 African Historical Society Award and the 1977 Community Service Award.

"Like It Is" has gained wide recognition for its original and sensitive documentaries on such outstanding figures and events in black history as Malcolm X, Martin Luther King, Jr., Paul Robeson, Fannie Lou Hamer, Duke Ellington and the civil rights era. In addition to interviews with leading black political figures, including Robert Mugabe, Prime Minister of Zimbabwe and Michael Manley, former Prime Minister of Jamaica, Noble has interviewed such luminaries as opera star Leontyne Price, the late reggae star Bob Marley, actor Sidney Poitier and singer Harry Belafonte.

Several "Like It Is" documentaries have been the recipient of Emmy Awards. Noble, who won his first Emmy in 1970 as host of "Like It Is," was honored in 1978 by the New York Academy of Television Arts and Sciences with a Special Governor's Citation of Merit for his series of visual biographies of black leaders. Other distinguished "Like It Is" documentaries include three nationally syndicated productions, "The Life and Times of Frederick Douglass," a 1979 dramatic portrayal of the renowned black abolitionist; "Jack Johnson . . . Black Power," a 1980 chronicle of boxing's first black heavyweight champion and "All . . . The Living Legend," a 1980 special on the life and career of Muhammad Ali.

Noble's powerful 1981 documentary "An Essay On Drugs," which vividly portrayed the destructiveness of drugs on individuals and our society, became the focal point and climax of the station's Sept. 1981 "Drug Watch" campaign.

Noble is the recipient of two Honorary Doctorates, one from Chicago's Malcolm X University in 1973 and another four years later from Seton Hall University in South Orange, N.J. As the teacher of two courses at Seton Hall, broadcast news and mass communication, he was the first black journalist to become involved in the University's Communications Department. Actively engaged in public speaking, Noble has addressed colleges in the tri-state area as well as schools in several East Coast and Mid-Western states. He authored his first book in 1981 entitled "Black is the Color of my TV Tube," a chronicle of his experiences.

Noble joined WABC-TV in 1967 as an "Eyewitness News" correspondent and co-host of "Like It Is." He was named managing editor and then producer of "Like It Is" in 1975. Born and raised in Harlem, Noble began his broadcast career there in 1962 as newscaster for New York's WJLB radio station.



*Jeri Warrick-Crisman*  
**President/General Manager of Radio Station WNJR**  
**MISTRESS OF CEREMONIES**

Jeri Warrick-Crisman, President/General Manager of radio station WNJR/1430 AM, Union, New Jersey.

Mrs. Warrick-Crisman comes to WNJR from the National Broadcasting Company in New York, where she was Director of National Community Affairs. During her 17 years with the National Broadcasting Company, Mrs. Warrick-Crisman received an Emmy Award for "It's Academic", a high school quiz show she produced while at the NBC owned television station, WMAQ-TV, in Chicago. She also received a Peabody Award for WNBC Radio's community project "Pledge-A-Job".

Jeri Warrick-Crisman is active in several organizations, including American Women in Radio and Television, in which she is currently Secretary/Treasurer of the National Board.

A native of Gary, Indiana, Mrs. Warrick-Crisman resides in Woodbridge, New Jersey with her husband, Bruce.

## *Program*

Introduction of Dais Guest .....	<b>Joyce Seymour</b> E.O.D. Dinner Committee
Introduction of Mistress of Ceremonies .....	<b>Langdon F. Dames</b> Executive Director E.C.U.L.
Mistress of Ceremonies .....	<b>Jeri Warrick-Crisman</b> President/General Manager WNJR
Invocation .....	<b>Most Reverend</b> <b>Joseph A. Francis</b> Auxiliary Bishop of Newark
"Lift Every Voice and Sing" .....	<b>North Jersey Philharmonic</b> <b>Glee Club</b>

## *Dinner*

Musical Selection .....	<b>North Jersey Philharmonic</b> <b>Glee Club</b>
Introduction of Guest Speaker .....	<b>Clarice Jackson</b> President, E.C.U.L.
Address .....	<b>Vernon E. Jordan, Jr.</b> President, National Urban League
Presentations of Awards .....	
Benediction .....	



## *Honorary Co-Chairmen*

**Robert A. Beck**

Chairman of the Board  
Prudential Insurance Company

**Robert V. Van Fossan**

Chairman of the Board  
Mutual Benefit Life Insurance Company

## *Dinner Committee*

**Dianne S. Williams**

Chairperson

William Blakely, Jr.

Lewis P. Conner, Jr.

Henry D. Hayman

Joyce Seymour

Delores L. Warren

Alban Wilson

## **The Urban League Guild of Essex County**

## *\* Board of Directors*

Clarice B. Jackson	President
Marcellus King	1st Vice President
George D. Goeller	2nd Vice President
Jules H. Lozowick	Treasurer
Dianne S. Williams	Secretary

Lewis P. Conner, Jr.	Clement Price
Kenneth M. Donaldson, Jr.	Richard Roper
Henry D. Hayman	Cecil Sanders
Knadya May	Alice Shapiro
Douglas Morgan	Lillian Walker
Robert Ottenhoff	Theodore Wells
Fannie Pigeon	

## *Trustees*

* John A. Griffith	Lewis P. Conner, Jr.	Mathew G. Carter
--------------------	----------------------	------------------

*Charles L. Whigham*

**President  
CITY NATIONAL BANK OF NEW JERSEY**

The Urban League of Essex County has for many years been an integral part of our community, always ready to give service where there was need.

Today, two of the most important issues confronting our community are education regarding the responsibilities and obligations of citizenship and training and discipline needed for the working world.

We are hoping areas of concern can be expanded during the coming years.

*Robert R. Ferguson, Jr.*

**Chairman of the Board  
FIRST NATIONAL STATE BANK OF NEW JERSEY**

Renaissance Newark Inc. has announced the beginning of construction of Gateway 3 by the Prudential Insurance Company. The plans by Mutual Benefit to construct a \$30 million addition to its present headquarters on Broad Street. The plans of Sutton Construction Company to build an office building at McCarter Highway and Market Street. Ground has already been broken for the construction of an 18-story office building at One Washington Plaza.

Qualified people will be needed to fill the job opportunities created by the construction of these buildings in Newark. It is most evident then that the Urban League can play a decisive role in fulfilling the needs of the community.

*Rocco J. Marano*

**President, New Jersey Bell**

Career Training is an important key to solving the economic problems throughout Essex County's minority community.

The retention of local, minority-owned businesses is essential to stimulate sales and profits and ultimately provide increased employment opportunities to the cities in general.

By working more closely together — the Urban League of Essex County and major business firms can provide increased support, technical assistance and educational information to minority-owned businesses, so that greater participation in the county's economic mainstream can be made possible.

*Alan Sagner*

**Chairman of the Board  
THE PORT AUTHORITY  
OF NEW YORK & NEW JERSEY**

The Port Authority of New York and New Jersey is pledged to the fullest cooperation with the Urban League of Essex County to achieve the full potential of the New Jersey-New York Metropolitan Region.

We are working to encourage investment in new industries and jobs, promoting the growth of international trade by sea and air, providing and financing the most efficient facilities for regional transportation, assisting with the modernization of municipal infrastructures and, in general, planning enterprises contributing to the Region's growth.



*Dianne S. Williams*

As Chairperson of the 25th Equal Opportunity Day Dinner, I extend a most cordial welcome and a heartfelt appreciation for your continued support.

The Equal Opportunity Day Dinner is an opportunity for friends and supporters of the Urban League to renew acquaintances, discuss current events, and prepare a new agenda for our continued growth.

The Urban League of Essex County invites men and women of diverse interests to become a part of this great movement, to improve the quality of life for all people.

---

## URBAN LEAGUE of Essex County

### MEMBERSHIP RECEIPT

Name \_\_\_\_\_

#### TYPE OF MEMBERSHIP

- General—privileges include voting in public meetings, eligibility for appointment to Board of Directors and Committees, receipt of newsletter.
- Contributing — privileges include those above, plus special reports prepared by agency
- Sustaining — privileges include all those above, plus reports of National Urban League.

Amount Paid \$ \_\_\_\_\_

Date \_\_\_\_\_

Contributions are tax deductible

#### APPLICATION FOR INDIVIDUAL MEMBERSHIP

(PLEASE PRINT)

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

Enclosed are dues of \$ \_\_\_\_\_ for annual membership as checked below:

- ☐ General Membership \$ 5 to \$14
- ☐ Contributing Membership \$15 to \$24
- ☐ Sustaining Membership \$25 or more

CHECKS SHOULD BE  
MADE PAYABLE TO  
URBAN LEAGUE OF  
ESSEX COUNTY

- ☐ Urban League Guild \$ 5 extra

Signature of Contributor \_\_\_\_\_

Solicited by \_\_\_\_\_



*To each and everyone . . .  
Thank You*

**The Urban League of Essex County  
Board of Directors**